



**GM CAREER PATH  
(SW)**



Gunner's Mate (GM). GMs are responsible for the operation and maintenance of guided missile launching systems, gun mounts and other ordnance equipment, as well as small arms and magazines. They work with electrical and electronic circuitry and mechanical, hydraulic and pneumatic systems.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
24-30	GMCM	20.7 Yrs	CSEL, Enlisted Comm. Mgr.	36	4 <sup>th</sup> Shore Tour Billet: Inspector, Weapons Manager, Systems Analyst, Instructor. Duty: FLAG STAFF, TSC, NMC
21-24	GMCM GMCS	20.7 Yrs 17.4	CSEL, DEVGRU, CWO, Senior Enlisted Academy	42	4 <sup>th</sup> Sea Tour Billet: LCPO. Duty: CVN, NECC, DEVGRU
18-21	GMCS GMC	17.4 Yrs 12.3	CWO, CSEL, Instructor, RDC, Recruiter, Senior Enlisted Academy	36	3 <sup>rd</sup> Shore Tour Billet: ECM/TECHAD, Inspector, Lead Instructor, Rating SME, Program Mgr. Duty: BUPERS, ATG, CSCS, OPTEVFOR, NSWC, SURFLANT/PAC, TSC, NMC
14-18	GMCS GMC GM1	17.4 Yrs 12.3 7.5	LDO, CWO, CSEL, CORIVRON, DEVGRU, PC, Senior Enlisted Academy	48	3 <sup>rd</sup> Sea Tour Billet: Weapons Administrator, LCPO, Lead Gunner's Mate 3MC. Duty: Ship, CORIVRON. Qualification: CSC/SUWC/ECO ITT, CSTT, Patrol Leader TOCWO/MOCWO, ATTWO
11-14	GMCS GMC GM1	17.4 Yrs 12.3 7.5	LDO/CWO, OCS, MECP, CSEL, Instructor, RDC, Recruiter	36	2 <sup>nd</sup> Shore Tour Billet: Instructor, Assessor, RDC, Recruiter, Tech Rep, RMC Range Master, Inspector. Duty: CSCS, ATG, TSC, RTC, NRD, RTC, NMC, AMMOLANT/PAC, TSC Qualification: ATS, MTS, NMTI, OHSAT
8-11	GMC GM1 GM2	12.3 Yrs 7.5 3.2	LDO, OCS, MECP, CORIVRON, DEVGRU, PC	54	2 <sup>nd</sup> Sea tour EXW/SPECWAR Billet: WCS, LPO, LCPO, Armorer, Ammo Admin. Duty: Ship, CORIVRON, SPECWAR, EOD. Qualification: Warfare Coord., CSTT Evaluator, VBSS Leader, ATTT Leader, Patrol Leader TOCWO/MOCWO, CSOOW, ATTWO



**GM CAREER PATH  
(SW)**



<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
5-8	GM1 GM2 GM3	7.5 Yrs 3.2 1.8	STA-21, OCS, MECP, Instructor, RDC, Recruiter,	36	1 <sup>st</sup> Shore Tour Billet: Instructor, Armorer, RDC, Recruiter, Maintenance Technician, Ammo Admin. Duty: NSWC, CSCS, RTC, NRD, NMC, TSC. Qualification: ATS, MTS, NMTI
2-5	GM2 GM3	3.2 Yrs 1.8	STA-21, Naval Academy	54	1 <sup>st</sup> Sea Tour/Spec War/EXW Billet: Technician, Armorer, Ammunition Administration. Duty: Ship, CORIVRON, DEVGRU. Qualification: CSTT, ATTT, SCAT, VBSS, Mount Captain, Safety, ESWS, EXW, EAWS. CSOOW
1+/-	GM3 GMSN GMSA Accession Training	1.4 Yrs			Recruit Training, "A" and "C" Schools

Notes:

1. "A" School is not required. Security Clearance is required.
2. Deployable Sea and Land components located in the 7<sup>th</sup> Fleet AOR, 6<sup>th</sup> Fleet AOR and 5<sup>th</sup> Fleet AOR are extremely arduous with deployable units being out of homeport well above CONUS average.
3. Instructor Duty and Training Support Center billets can prevent a member from being in a leadership position. This fact is due to the sheer number of Chief Petty Officer and First Class billets at schoolhouses/TSC.
4. GM's serving in non-traditional, but operational billets to include Joint Billets may not have an opportunity to earn their EAWS or ESWS pin, but are expected to earn EXW or command applicable Warfare Pin.
5. GMs are anti-terrorism/force protection supervisors for CG, DDG, LCS, CRG's and other operational units. NEC 717B Small Arms Marksmanship Instructor and 718B Crew Served Weapon Instructor is a primary for GM's to instruct Sailors in operation, maintenance, and proficiency of small arms and crew served weapons (weapons needing more than one operator). NEC 787A Enhanced Organizational Maintenance armorer (NSW/NECC), provides support and maintenance for weapons and night vision devices unique to SPECWAR. NEC 814A Ammunition Administrators are responsible for requisition, distribution and disposition of all ammunition.
6. Tours at NPC and BUPERS require special screening and are highly competitive in nature.
7. GM's are often sought out for special assignments that require various screenings. These include but are not limited to: NECC, CORIVRON, DEVGRU, SPECWAR, TOC/MTOC.



## GM CAREER PATH (SW)



8. The Littoral Combat Ship (LCS) uses a Train to Qualify (T2Q) concept. These Sailors will be in a T2Q (ACC 106) status while they receive the unique training required to fill these hybrid billets. LCS' hybrid billets require significant training time, up to 18 months. Periodic and transfer evaluations while in T2Q will normally be "Not Observed" or will lack competitive rankings. T2Q time does not count against sea tour requirement. Sea shore flow may appear abnormal due to significant training time required. "Off-hull" time is used for unit level training, qualification, technical schools, and leave. Unplanned losses may cause a Sailor to transfer from one crew to another crew and should not be seen as negative.

a. Shore duty

- COMLCSTRONONE and COMLCSTRONTWO are the LCS ISIC's and are responsible to train and certify crews in most mission areas. ISIC training teams are similar to Afloat Training Group (ATG) in their scope of responsibility to train and certify.
- LCS is not a closed-loop community. Transferring from sea to shore, or shore to sea, is highly desirable because it recycles experience within the program.
- The Littoral Training Facility (LTF) provides the unit level training that is traditionally conducted during basic and intermediate phase. LTF scores are equivalent to ATG level warfare area drills and inspections.

b. Mission Packages

- Per CNO direction, Surface Warfare (SUW), Antisubmarine Warfare (ASW), and Mine Warfare (MIW) Mission Packages permanently merged with "core" crews. This will reflect as a mid-tour UIC shift and is not derogatory.
- Before the merger, Mission Packages were independent from the crew with their own OIC and SEL, similar to deployed helicopter detachments. Any qualification of crew watch stations (DSO, CSM, TSCE) was outside of their normal scope of duty.
- VBSS is a primary warfare area for Surface Division ships.

c. Watch equivalents and acronyms

- CSM – Combat Systems Manager (only on the Independence variant, LCS-2, LCS-4, LCS-6, LCS-8 etc.). CSM combines the duties of SUWC, EW Sup, RSC, and CSRO
- DSO – Defensive Systems Operator (only on the Freedom variant, LCS-1, LCS-3, LCS-5, LCS-7 etc.). DSO combines the duties of SUWC, EW Sup, RSC, and CSRO
- GCO – Gun Console Operator
- JOOD – Significant responsibility in LCS due to limited number of underway bridge watchstanders
- MPC – Mission Package Coordinator
- MPCE – Mission Package Computing Environment
- TSCE – Total Shipboard Computing Environment. Interchangeable in the LCS community with CSOOW



## GM CAREER PATH (SW)



**In addition to the above career path, a GM is advanced due to their proven leadership, qualifications and performance against competition, regardless of billet assigned.**

### **Considerations for advancement from E6 to E7**

#### 1. Sea Assignments (all)

- Qualified (I/P) OOD; (U/W) Armorer, AMMO ADMIN
- Advanced Qualifications (I/P) ATTWO; (U/W) CSOOW, SUWC
- Achieve all Warfare qualifications available at command
- Training Team member (Primary CSTT/ATTT/CTT/WTT) (VBSS and ITT)
- Asst. Command Collateral for major program with documented impact
- Active First Class Mess involvement with documented impact
- Sailor 360 involvement, preferably leading a committee
- NECC/CORIVRON/TOC/MTOC-Qualified: MOCWO/TOCWO; Advanced Qualification: Tactical Craft Patrol Leader, ATTWO, Tactical Craft Coxswain (All have weapons release authority)
- DEVGRU/SPECWAR- Qualified: EXW (during tour), NSW-CSS Advanced Qual: NSW-CS

#### 2. Shore Assignments (all)

- GM "A" or "C" School Instructor/Course Supervisor/ CSCS Det. (MTS during tour); Advance Qualification: Training Manager
- TSC- Barracks LPO (NMTI with MTS during tour)
- OHSAT Team Member
- RMC Maintenance Technician with documented repairs
- LCSRON or DIVRON Training Team (ATS during tour)
- Littoral Training Facility (MTS during tour)
- ATG (ATS during tour)
- NPC (Detailer)
- RDC (MTS during tour)
- Enlisted Recruiter
- Asst. Command Collateral for major program with documented impact
- Active FCPOA involvement with documented impact
- Sailor 360 involvement, preferably leading a committee

### **Considerations for advancement from E7 to E8**

#### 1. Sea Assignments (all)

- Successful Divisional LCPO or 3MC tour at an operational command; (LCS) SUW Det. SEL tour
- Achieve all Warfare qualifications available at command
- Team Lead /Member (Primary ATTT/CSTT/CTT/WTT) (VBSS and ITT)
- Qualified (I/P) Section Leader, ATTWO; (U/W) CSOOW, SUWC/SWC
- Advanced Qualifications (U/W) CSC, CSRO, CICWO (LCS U/W) DSO, CSM, LCS JOOD
- NECC/CORIVRON/TOC/MTOC-Qualified: Tactical Craft Patrol Leader, ATTWO, Tactical Craft Coxswain; Advanced Qualification: Boat Captain
- DEVGRU/SPECWAR- Qualified: EXW (during tour), NSW-CSS Advanced Qual: NSW-CS
- Command Collateral with documented impact
- Active Mess/CPOA involvement with documented impact
- Sailor 360 involvement and leading a committee



## GM CAREER PATH (SW)



### 2. Shore Assignments (all)

- GM “A” or “C” School Instructor/Course Supervisor/CSCS Det. (MTS during tour); Advance Qualification: Training Manager
- TSC- Barracks LCPO (NMTI with MTS during tour)
- OHSAT Team Member/Leader
- Waterfront Trainer and Assessor ATG (Team Lead, ATS during tour)
- RMC Maintenance Technician and Trainer
- NPC (Detailer)
- RDC (MTS during tour)
- LCSRON or DIVRON Training Team/Lead (ATS during tour)
- Littoral Training Facility (MTS during tour)
- Active CPOA involvement with documented impact
- Sailor 360 involvement and leading a committee.
- Qualified ACDO/CDO/SDO

### **Consideration for advancement from E8 to E9**

#### 1. Sea Assignments (all)

- Successful Dept. LCPO / CSSE tour at an operational command; (LCS) SUW Det. SEL tour
- Achieve all Warfare qualifications available at command
- Training Team Lead (Primary ATTT/CSST/CTT) (VBSS and ITT)
- Qualified (I/P) Section Leader, ATTWO; (U/W) SUWC/SWC; (LCS U/W) CSO, DSM, LCS JOOD
- Advanced Qualifications (I/P) CDO, Senior Enlisted Watch Bill Coordinator; (U/W) CSC, CSRO
- NECC/CORIVRON/TOC/MTOC-Qualified: Boat Captain: Advanced Qualification: Mission Commander
- DEVGRU/SPECWAR- Qualified: EXW (during tour), NSW-CSS Advanced Qual NSW-CS
- Major command collateral with documented impact
- Active CPO Mess (documented leadership and involvement)
- Sailor 360 involvement and Leader/Coordinator

#### 2. Shore Assignments (all)

- Training Manager/Lead Instructor/ Maintenance Lead at GM “A” or “C” School/CSCS Det. (MTS during tour)
- TSC- Dept. LCPO (NMTI with MTS during tour)
- Waterfront Trainer and Assessor ATG (Team Lead, ATS Program Coordinator, ATS during tour)
- BUPERS (ECM/ TECHAD)
- NPC (Lead Detailer)
- RDC (MTS during tour)
- LCSRON or DIVRON Training Team Lead (ATS during tour)
- Littoral Training Facility (MTS during tour)
- OPTEVFOR (System Development/Evaluation)
- Qualified ACDO/CDO/ SDO/ AOIC
- Major command collateral with documented impact
- Active Mess/CPOA involvement with documented impact
- Sailor 360 involvement and Leader/Coordinator



## GM CAREER PATH (SW)



### 9. Acronyms:

AOIC-Assistant Officer in Charge  
ATG-Afloat Training Group  
ATS-Afloat Training Specialist  
ATTT- Anti-Terrorism Training Team  
COG- Chief of the Guard  
CSC- Combat Systems Coordinator  
CSF- Center for Security Forces  
CSTT- Combat Systems Training Team  
CSCS-Center for Surface Combat Systems  
CSOOW- Combat System Officer of the Watch,  
CSMC-Combat System Maintenance Central  
CRG- Coastal Riverine Group  
CTT- Command Training Team,  
IMF- Intermediate Maintenance Facility  
ITT-Integrated Training Team  
MTS-Master Training Specialist  
NECC- Naval Expedition Combat Command  
NMC- Navy Munitions Command  
NMTI- Navy Military Training Instructor  
NSW- Naval Special Warfare  
NSWC- Naval Surface Warfare Command  
RDC- Recruit Division Commander  
RMC- Regional Maintenance Center  
SCAT- Small Craft Action team  
SRF- Ship Repair Facility  
SUWC- Surface Warfare Coordinator  
TSC- Training Support Center  
VBSS- Visit Board Search and Seizure  
WCS- Work Center Supervisor  
WTT- Weapons Training Team